
INTEROFFICE MEMORANDUM

TO: OFFICER MICHAEL COPPOLILLO

FROM: CHIEF DAN GODFREY

SUBJECT: PRE-DISCIPLINE MEETING

DATE: 4/28/2016

CC:

In accordance with the labor agreement between the Illinois FOP Labor Council and the Village of Bedford Park for Patrol Officers and Sergeants: Article 5 – Discipline and Discharge, Section 5.5 Pre Discipline Meeting, I hereby advise you of the following:

You are instructed to contact your FOP representative to be made available either on Thursday, May 5th or Friday, May 6th at 1000 hours for the purpose of a Pre-Discipline Meeting relating to your actions on 26 April 2016, specifically during the incident 16-1016 of which you were an active participant. At the meeting you will be given notice of the charges and contemplated actions as well as all evidence available at that time and an opportunity to be heard on those charges

If you or your FOP representative are not available for either of those dates, you will notify me in writing, via email, no later than Tuesday, May 3rd, by 1500 hours.

INTEROFFICE MEMORANDUM

TO: OFFICER MICHAEL COPPOLILLO
FROM: CHIEF DAN GODFREY
SUBJECT: NOTICE OF FORMAL INVESTIGATION
DATE: 4/29/2016 4:47 PM
CC:

This memorandum will serve as your official Notification of a Formal Investigation in reference to your actions on 26 April 2016, specifically during the incident 16-1016 of which you are an active participant.

The investigation includes, but is not limited to: Battery 720 5/12-3; Official Misconduct 720 ILCS 5/33-3; Conduct Unbecoming RR 20-21.1; Misconduct RR 20-23.3.

Effective immediately, you will be placed on Administrative Duty (0700 – 1500 hours Monday – Friday).

You will be advised, with sufficient notice, the date and time of your investigative interview. At that time you have the right to be accompanied by an attorney and union representation to advise you. Whatever you say during the interview may be used to remove, suspend, or discharge you from your employment.

As a member of this department you have an obligation to assist me in maintaining the integrity of this department, yet you have the right to invoke your rights as to the self-incrimination clauses of the 5th amendment of the constitution of the United States and article I, section 10 of the constitution of the State of Illinois. Whether or not you invoke your rights against self-incrimination is for you to decide.

If you do invoke your rights against self-incrimination I will order you to answer questions for non-criminal prosecution purposes; that is your answers can not be used in any criminal prosecution of you in a court of law unless you choose to testify on your own behalf. If such occurs, then your answers to the questions asked of you at the interview may be used by the prosecuting attorney in a court of law to attack your credibility and/or the answers you gave during your examination by your defense attorney.

If you choose to invoke your rights against self-incrimination a negative inference may be inferred against you from such action as to civil and/or administrative matters: a negative inference meaning you must have something to hide.

You will receive more information on your interview when the date and time is disclosed.

While you are on Administrative Duty, you will not speak or discuss with any member of this department or employee of this Village the details of this investigation. Any attempt to do so may bring forth additional charges.

INTEROFFICE MEMORANDUM

TO: OFFICER MICHAEL COPPOLILLO
FROM: CHIEF DAN GODFREY
SUBJECT: SUSPENSION
DATE: 5/6/2016 10:45:00 AM
CC: PERSONNEL FILE; SHAWN ROSELIEB (FOP)

At the Pre-Discipline Meeting this morning, as required by the labor agreement between the Illinois FOP Labor Council and the Village of Bedford Park, where you were represented by Shawn Roselieb of the Illinois FOP Labor Council, an agreement was reached between the parties.

For your actions during the incident 16-1016 on 26 April 2016, you have been charged with violating the Bedford Park Police Department Rules and Regulations chapter 20 sec 21.1, Conduct Unbecoming and chapter 20-23.3, Misconduct. These charges are the result of the manner in which you physically handled the offender in said incident.

It was determined that you will serve a 36 hour (3 day) suspension, attend "Anger Management" counseling from a certified doctor or therapist of your choosing, and attend a "Use of Force" class approved by the Illinois Training and Standards Board.

The scheduling lieutenant will advise you of your suspension days. I will require a letter from your doctor/therapist stating that you have received appropriate counseling on anger management within three months of today's date. Lt. Lettiere will assign you your Use of Force class at the earliest opportunity.